

Public Employment Relations Board (PERB)

FY 2016 & 2017 Agency Budget-
January 22, 2015

Building off of a
foundation of
serving Iowans
for 41 years:
1974-2015

Reflections from Governor Robert D. Ray on 40 Years of PERB

"Forty years ago, I worked cooperatively with legislators to help create the Public Employment Relations Board. This Board has overseen contracts in the public sector during this time period and I am pleased that our efforts from so long ago continue to work today.

Iowa has a system that is envied by many states that struggle to achieve the proper balance of protecting workers while maintaining effective management of government. In Iowa, it is an equal balance of power at the table between labor and management that has provided positive results that work for all Iowans."

Honorable Governor Robert D. Ray
September 2014

Let's take a closer
look at PERB-

- ❖ Who are we?
- ❖ What have we done?
- ❖ Where are we going?

*Who
are
we?*

PERB Enforces The Statute of Chapter 20

Organized to address that
mission in all that we do

“Promote harmonious and cooperative relationships between government and its employees..”

1. Employees may organize and bargain
2. Government continues to operate effectively for citizens
3. Prohibits public sector strikes
4. Employees may join or refuse to join an employee organization

Key Policy Goals: Chapter 20.1

Contracts

Public Sector

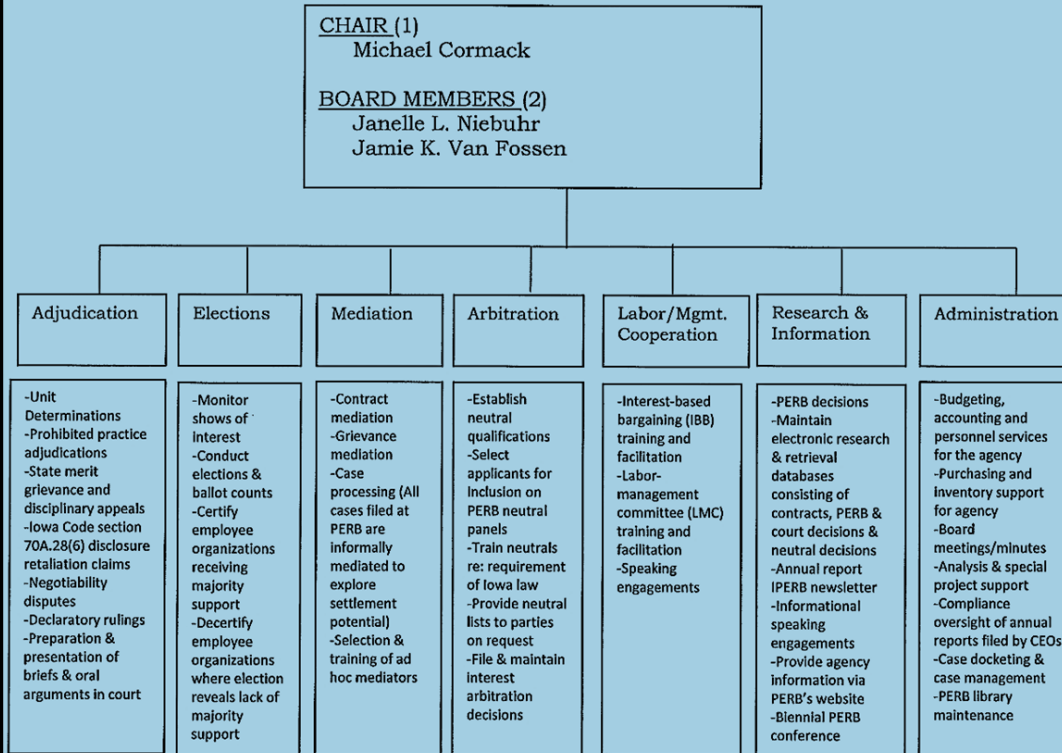


IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

TABLE OF ORGANIZATION

September 2014

Total Staff = 10



PROFESSIONAL STAFF: (5)

Jan Berry	Administrative Law Judge
Susan Bolte	Administrative Law Judge
Diana Machir	Administrative Law Judge
Ann Smisek	Administrative Law Judge
Vacant	Administrative Law Judge

SUPPORT STAFF: (2)

Leisa Luttrell	Administrative Secretary
Nancy Anders	Legal Secretary

510 East 12th Street, Suite 1B
Des Moines IA 50319
515/281-4414 FAX 515/242-6511
Email address: iaperb@iowa.gov
Agency website: <http://iowaperb.iowa.gov>

*What have we
done?*

Reducing the cost of government for Iowa taxpayers

- Free mediation services to government entities
- Individual citizens have free access to collective bargaining agreements, agency decisions, grievance procedures and interest arbitration decisions
- Efiling system reduces time, paperwork and mailing costs with ability to get casework at their own leisure and location

Cost effective
services for Iowans!

Our Iowa Schools:
Supported by PERB!

Iowa's innovative education reform plan is based on a cooperative model of instruction and employment...

Conflict in the educational workplace is contrary to that vision...labor peace is the crucial element for success

In 2013, over 99% of teacher bargaining units settled prior to interest arbitration

compensation system
supportive climate
for teacher



Informally and formally, PERB is the
“referee” in disputes between two
parties

**PERB Finds A Way
To Keep The Peace**

Provide training to professionals in public employment

2014 PERB CONFERENCE: CELEBRATING 40 YEARS

Agenda

DAY 1: MONDAY, SEPTEMBER 22, 2014

8:30 a.m. - 8:45 a.m. WELCOME

Mike Cormack, Chair

Bishop Ballroom

Janelle Niebuhr, Board Member

Jamie Van Fossen, Board Member

8:45 a.m. - 9:45 a.m.

Jan Berry, Administrative Law Judge

Diana Machir, Administrative Law Judge

Ann Smisek, Administrative Law Judge

During this general session, PERB ALJs will review significant case decisions issued since the last PERB conference. They will also update you on recent amendments of Iowa Code chapter 20 and PERB administrative rules and the status of PERB's ongoing rules review process. *This session has been approved for 1 hour of Iowa CLE credit.*

9:45 a.m. - 10:00 a.m.

10:00 a.m. - 11:00 a.m.

Janelle Niebuhr, Board Member

Susan Bolte, Administrative Law Judge

This is PERB's official unveiling of its new electronic filing system, modeled after the Judicial Branch's successful system. Attendees will receive training on how to register for accounts, initiate cases, file documents, and search for existing cases and how new PERB administrative rule chapter 16 will apply when going through these actions. *This session has been approved for 1 hour of Iowa CLE credit.*

11:00 a.m. - 12:00 p.m.

The Honorable Celeste F. Bremer, U.S. Magistrate Judge for the Southern District of Iowa

Judge Bremer will provide an overview of ethical mediation techniques for parties, party representatives, and mediators. She will review case law and codes of ethics pertaining to mediations. *This session has been approved for 1 hour of Iowa CLE ethics credit.*

12:00 p.m. - 1:00 p.m.

Keynote: Scot Beckenbaugh, * Acting Director, Federal Mediation & Conciliation Services

LUNCH (Provided)

Bishop Ballroom

BREAK

PLENARY: Electronic Filing

Meadows Commons

Bishop Ballroom

PERB provided oversight
of approximately 600
certified employee
organizations
representing 1206
bargaining units to
ensure compliance with
statutory requirements

FY 2014

Certified Employee
Organization Reports



Over 97 percent of arbitration
eligible contract disputes settled
before reaching that stage

Reaching Contract
Agreement Between
Contested Parties

*Building on the past
41 years...*

Where are we
going?

**No additional \$ or
FTE's**
FY 2016 and 2017
Budget Request

Status Quo Budget Request: PERB

FY 2015	FY 2016	FY 2017
1,342,452	1,342,452	1,342,452
10 FTE's	10 FTE's	10 FTE's

Doing more with
same staff and
resources for
Iowans

Using technology to
modernize PERB



24-7 Access, 365
Days A Year

PERB Connects
With Iowans

ELECTRONIC FILING AT PERB

A YEAR IN A GLANCE:

- HF2172 passed
- Administrative rules 621—chapter 16 adopted
- Partnered with Tybera Development Group, Inc.
- Online Filing Interface (Filer & Board Review)
- Case Management
- Document Management
- ITE Servers
- Security clearance
- Training
- Live on September 24, 2014
- First case filed on October 28, 2014

Statement from Governor ... x +

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Statement from Governor Robert D. Ray on 40 Years of PERB



"Forty years ago, I worked cooperatively with legislators to help create the Public Employment Relations Board. This Board has overseen contracts in the public sector during this time period and I am pleased that our efforts from so long ago continue to work today.

Iowa has a system that is envied by many states that struggle to achieve the proper balance of protecting workers while maintaining effective management of government. In Iowa, it is an equal balance of power at the table between labor and management that has provided positive results that work for all Iowans.

While I am unable to attend the conference this year due to a scheduling conflict, I wish everyone a successful conference and believe PERB will continue to meet the needs of this state moving forward for many years to come.

Whether your efforts are in management, labor or as a neutral in this process, I thank you for being an important part of the past, present and future of PERB in this state. Iowans benefit from the work that you do to make what we created in the 1970s relevant today and with continued hard work, I believe, well into the future.

It is appropriate to celebrate the fortieth anniversary of PERB today and I wish everyone nothing but the best in moving forward.

Thank you for all that you do in making the vision I had as Governor a reality that works today."

Governor Robert D. Ray

Notices and Information

UPDATE - Online filing system rules

Please click the link below to review the rules adopted by the Board governing the electronic filing of documents at PERB. The rules will be effective September 24, 2014.

[Read more](#)

UPDATE - Chapter 3 of PERB Rules

Please click here to review the Board's proposed revisions to Chapter 3 of PERB's rules.

[Read more](#)

Contact Us Adobe PDF Reader Privacy Policy State of Iowa

12:45 PM 11/18/2014

Link to
efiling

PERB WEBSITE
WITH LINK TO
EFILING



Iowa Public Employment Relations Board

eFiling Portal

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powered by eFlex from Tybera

Welcome eFiling

Welcome. You have reached the website for electronically filing disputes and documents with the Public Employment Relations Board. You must have an account to use this service.

The Iowa PERB eFiling system will be offline from approximately 4:30 p.m. on November 26, 2014 until November 29, 2014 due to updates to the State of Iowa servers. If you have any questions or concerns, please contact Janelle Niebuhr at janelle.niebuhr@iowa.gov or 515-281-4414.

Log In

Enter your User Name and Password.

User Name:

Password:

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user: Janelle L Niebuhr

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[Home](#) ⇒ [My Cases](#)

My Cases

Number of cases displayed per page: 50 ▾

IPERB: IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Case Number

[eFile](#)[History](#)[Service List](#)

Ex: 2008 CV 00112

[Search Cases](#)**Search by:**

Enter a part of the case style or complete case number as search criteria.

Case Title:

Case Number: (Ex: 2008 CV 00112)

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Case Search

ONLINE FILING INTERFACE - FILTERS

perb

Iowa Public Employment Relations Board

100001 : COLO-NESCO EDUCATION ASSOCIATION

IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Case Number	100001
Case Type	Prohibited Practice Complaint
Opened	01-01-2012
Status	Active

Filing Party	Colo-Nesco Education Association
Responding Party	Colo-Nesco Community School District
Hearing Officer	
Case Processor	Susan M. Bolte

☐ Show/Hide Participants**Filing Party[s]**

Colo-Nesco Education Association
3319 Polaris DR
Ames, IA 50010

HAMMOND

Attorney/Representative**Responding Party[s]**

Colo-Nesco Community School District
400 Latrobe
McCallsburg, IA 50154

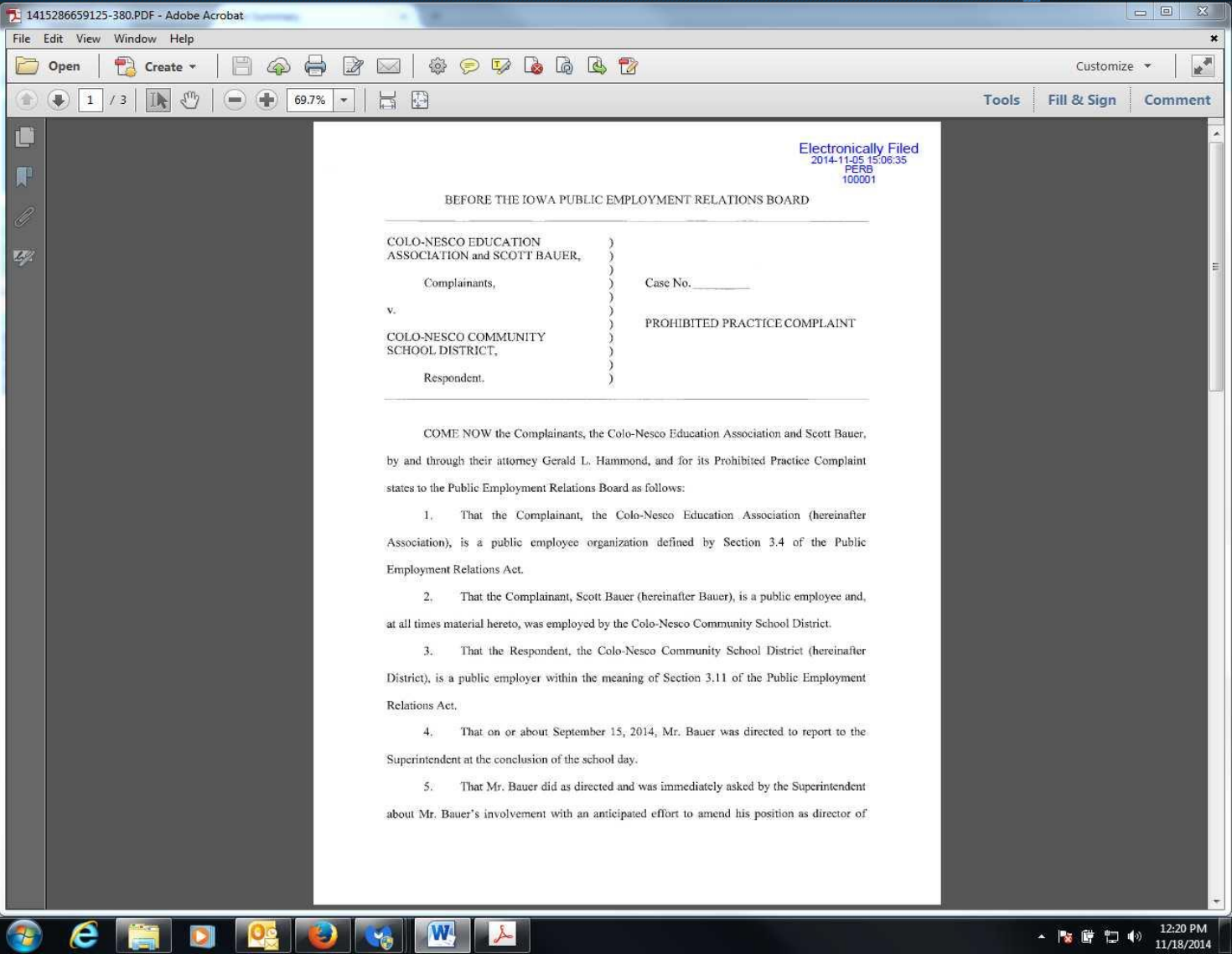
Attorney/Representative**Case Processor[s]**

Susan M. Bolte

Attorney/Representative**File Date****Case History**

11-05-2014 03:06:00 PM	Complaint Filed in behalf of: PERB
11-18-2014 10:50:00 AM	Proof of Service Filed in behalf of: PERB

**Case
Summary****ONLINE FILING
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Case
Document



Iowa Public Employment Relations Board

Board Review

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Please enter your User Name and Password.

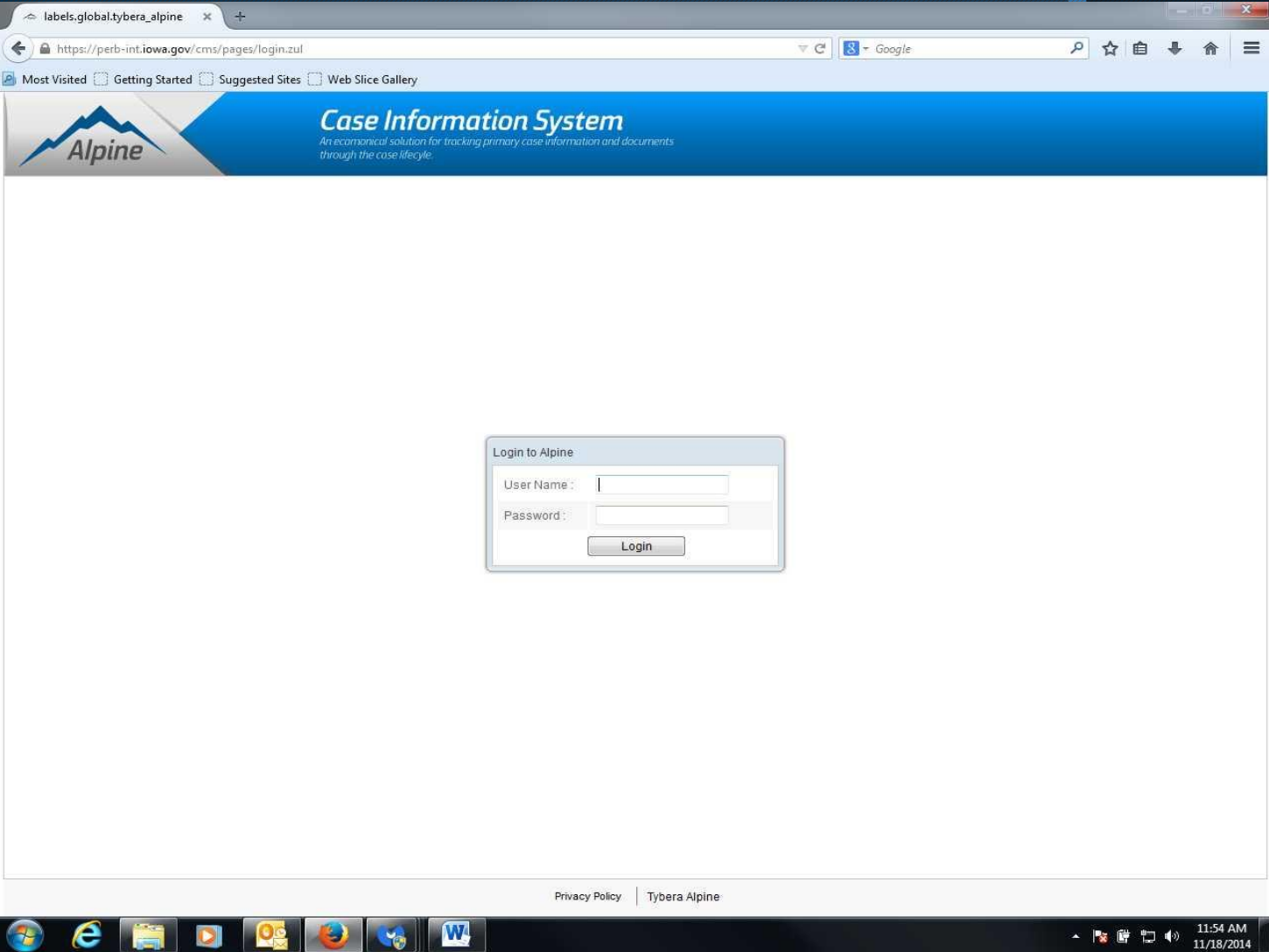
User Name: Password: [Forgot Your Password?](#)[Forgot Your User Name?](#)

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SYSTEM

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Tybera Alpine

https://perb-int.iowa.gov/cms/

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Case Information System

An economical solution for tracking primary case information and documents through the case lifecycle.

Hello: Admin
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Action

Create Case

Administration

Current Events

2014-11-18 Proof of Service

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Search:

COLO-NESCO EDUCATION ASSOCIATION

COLO-NESCO EDUCATION ASSOCIATION

TEST and TEST2

ASSOCIATION OF YELLOW MINIONS and GRU

Case Information

Update

COLO-NESCO EDUCATION ASSOCIATION

Case ID: 100001

Case Number: 100001

Case Type: Prohibited Practice Complaint

Status: NEW

PERB Official(s): Susan M. Bolte - Case Processor - 11/06/2014
Nancy Anders - Case Filing Approver -

Counsel of Record

Filing Party
Colo-Nesco Education Association
Business - 3319 Polaris DR , Ames , IA 50010
Representative
HAMMOND 2012
Responding Party
Colo-Nesco Community School District
Business - 400 Latrobe , McCallsburg , IA 50154

Events

Date	Description	Document
2014-11-06	Complaint	Complaint
2014-11-18	Proof of Service	Proof of Service

Privacy Policy

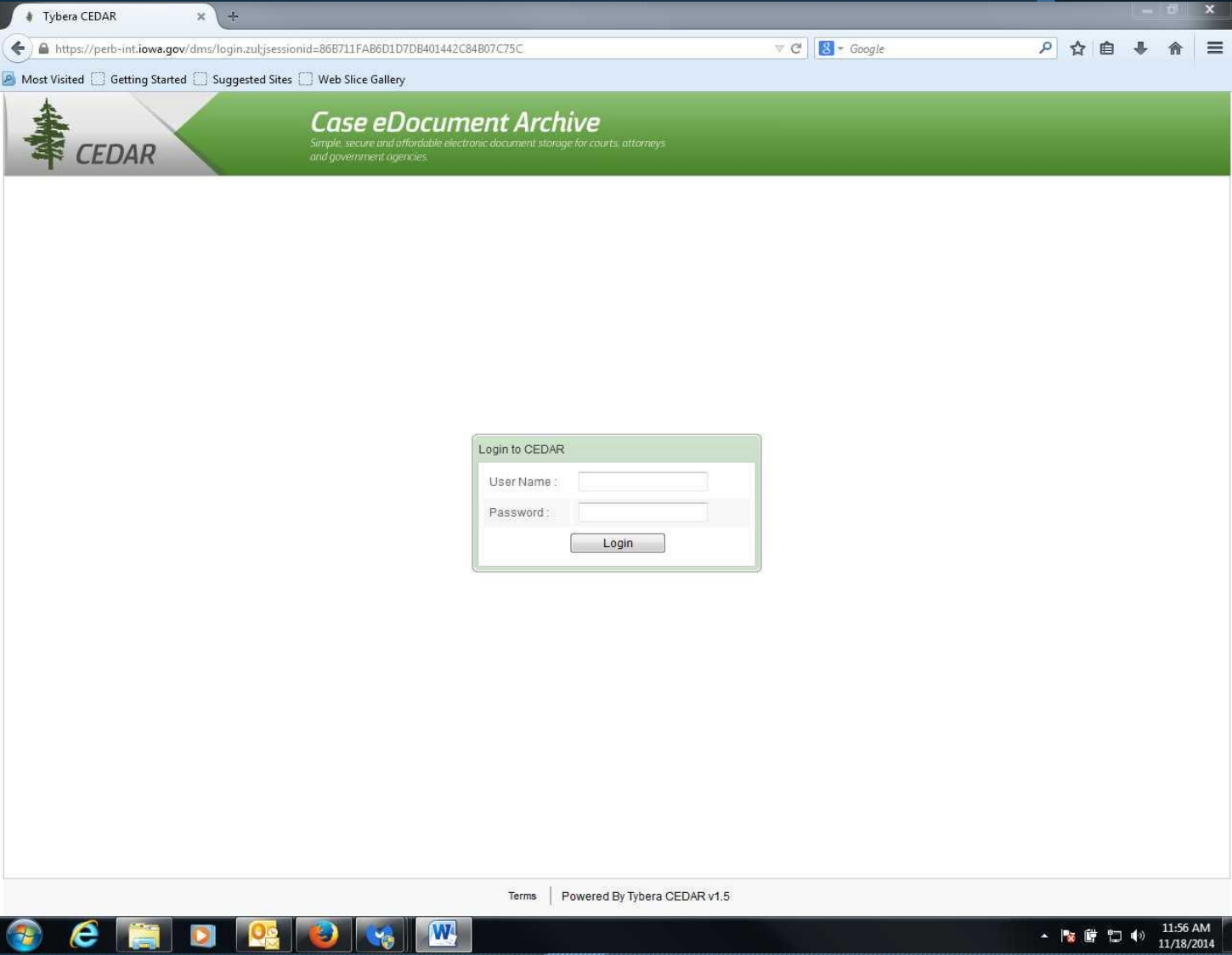
Tybera Alpine

11:55 AM
11/18/2014

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Case eDocument Archive

Simple, secure and affordable electronic document storage for courts, attorneys and government agencies.

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Possible More Information

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100001

1415286659125-380.PDF - Complaint

1416332167907-849.PDF - Proof of Service

14011

8765

8771

8773

8785

/IPERB/100001/ 1415286659125-380.PDF

Property	Value
Added	2014-11-06T09:11:04.285-06:00
Case Number	100001
Security Level	1
Document ID	1415286659125-380
Document Type	COMPL
Court Agency	IPERB
Description	Complaint
Original Name	Colo-Nesco PP complaint.PDF

Terms

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11:57 AM
11/18/2014

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Page:1 of 3

Automatic Zoom

Electronically Filed

2014-11-05 15:06:35

PERB

100001

BEFORE THE IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

COLO-NESCO EDUCATION ASSOCIATION and SCOTT BAUER,

Complainants,

v.

COLO-NESCO COMMUNITY SCHOOL DISTRICT,

Respondent.

Case No. _____


PROHIBITED PRACTICE COMPLAINT

COME NOW the Complainants, the Colo-Nesco Education Association and Scott Bauer, by and through their attorney Gerald L. Hammond, and for its Prohibited Practice Complaint states to the Public Employment Relations Board as follows:

1. That the Complainant, the Colo-Nesco Education Association (hereinafter Association) is a public employee organization defined by Section 3.4 of the Public

Terms

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11:58 AM
11/18/2014

DOCUMENT
MANAGEMENT
SYSTEM

PERB-only access

Case
Document

FEEDBACK

From Constituents:

- Excited to be able to file electronically and access documents file in other cases.
- Thankful that system is on the same platform as Judiciary's
- System is user-friendly

ELECTRONIC FILING: Partnering with Other Agencies

- Judicial Branch
- CIO/ITE
- PAAB
- DIA
- ICRC
- DAS
- Any other agency that is interested

WHAT'S NEXT?

- For cases, mandatory eFiling began January 1, 2015
- Work out the “kinks”
- Requests for Impasse Services
- Grievance Arbitrator Lists
- CEO Reports
- Contracts

Thanks for
the time to
present
today....

Questions or
comments
for us?



FY 2016 and 2017
Budget
Presentation